

AT A MEETING of the Employment in Hampshire County Council Committee of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on
Wednesday, 11th July, 2018

Chairman:

* Councillor Stephen Reid

* Councillor Keith Evans
* Councillor Christopher Carter
Councillor Adrian Collett
* Councillor Judith Grajewski
* Councillor Keith House

* Councillor Roy Perry
* Councillor Stephen Philpott
Councillor Roger Huxstep
* Councillor Jackie Porter

*Present

24. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Collett and it was noted that Cllr Porter was in attendance as the Liberal Democrat Group substitute Member.

25. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

26. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed

27. DEPUTATIONS

No requests to make a deputation to the meeting had been received.

28. CHAIRMAN'S ANNOUNCEMENTS

The Chairman noted that this was the final meeting for Jenny Lewis (Head of HR) before she left to take up a new position with the NHS.

29. MANDATORY GENDER PAY GAP REPORTING 2016/2017

The Committee considered a report of the Director of Corporate Resources regarding gender pay gap reporting 2016/17.

The report was introduced and it was confirmed that within the County Council everyone receives the same pay for undertaking any particular role. It was explained that the gender pay gap identified in the report was largely a result of the split of roles typically more attractive to women or men within the Authority, in particular in the areas of social care. In comparison with other Authorities, HCC continues to directly employ many lower grade roles and a re-evaluation of the data removing roles that are often not directly employed in other Authorities resulted in a significant reduction in the gender pay gap. The position was monitored by the inclusion and diversity group.

Members questioned how the special recognition payment (SRP) scheme was balanced across genders and it was confirmed that this was being monitored through moderation with the aim of awarding achievement and avoiding any unconscious bias. It was also questioned whether there should be any attempt to change the demographic of the workforce and Members acknowledged that this had a wider societal connotation as for a number of reasons particular roles were more attractive to either men or women.

It was agreed that further review of the gender pay gap, including any gap in SRPs should be carried out by the inclusion and diversity group, as well as investigation as to why some roles are more appealing to either men or women.

RESOLVED:

That the report be noted and the aspects for further review be referred to the inclusion and diversity group.

30. **WORKFORCE REPORT**

The Committee considered a report of the Director of Corporate Resources regarding workforce data.

The report was introduced and key points from each section highlighted to Members, who noted that the data was also monitored by CMT on a regular basis. A number of questions were raised and discussed around shared roles, agency staff in schools, the recognition of diversity and travel implications for the health and wellbeing of staff. With regards to mental health as a cause of staff sickness it was explained that generally the underlying reasons were complex and often stemmed from outside the workplace. It was confirmed that risks and the impact on capacity of external work with partners are considered and taken into account.

The Committee considered sickness absence and Members were pleased to see that overall sickness absence was reducing. It was asked how absence compared nationally and whether the flu jab would be offered to some staff. It was explained that HCC figures would be affected as a direct employer in areas such as social work where staff may be requested not to work when they are ill. Robust measures were in place to ensure balance in high pressure environments.

RESOLVED:

That the report be noted and in particular it be recognised that 98.8% of staff were meeting or exceeding performance targets.

31. **PAY AND POLICY UPDATE**

The Committee considered a report of the Director of Corporate Resources providing an update on the national pay award and the impact in 2018 and 2019 on EHCC's pay framework.

It was confirmed that the first phase of the pay award had been implemented. This followed a significant review of the national pay framework and alignment with the EHCC framework. A number of changes were intended to pre-empt future increases in the national living wage. A report would only be brought to the November EHCC meeting should further pay modelling identify possible changes.

The proposed change to relocation allowance was set out in the context of supporting senior recruitment and the increasing actual cost of relocation. Members were supportive of the proposals, noting that historically it had very rarely been required, but felt that an update on the impact in terms of recruitment success should be provided to a future meeting. It was confirmed that such payments were not required to be included in gender pay gap reporting.

RESOLVED:

That the EHCC Committee:

1. Agree to implement the 2019 NJC pay award of 2% to grades H to K, and those staff paid above grade K.
2. Agree that should further pay modelling identify proposed changes that these be brought back to November EHCC meeting for consideration
3. Agree the proposed variation for Relocation Assistance to the EHCC Collective Agreement that "In exceptional circumstances, reimbursement of costs, including the impact of tax and NI, exceeding £10,000 and up to no more than 25% of base salary, may be agreed, subject to Chief Executive and Director of Corporate Resources approval". That a report on the impact of this variation be provided to a future meeting of the Committee.

32. **REDUNDANCY POLICY**

The Committee considered a report of the Director of Corporate Resources regarding the Council's redundancy policy.

The report was introduced and it was explained that the wrong calculation for severance pay had been being used, as set out in paragraph 2.5. It was therefore proposed that the policy be amended to reflect requirements. Members were supportive of the approach with some minor amendments to the new wording at paragraph 3.2.

RESOLVED:

That the EHCC Committee approve the amendment to the Council's redundancy policy to bring the calculation period only for redundancy pay into line with statutory requirements. That finalisation of the wording as expressed in paragraph 3.2 be delegated to the Chief Executive and the Head of Human Resources in liaison with the EHCC Chairman.

33. **BREXIT - WORKFORCE IMPLICATIONS AND CONSIDERATIONS**

The Committee considered a report of the Director of Corporate Resources regarding the possible impact of Brexit on the County Council's workforce.

It was noted that this was an initial report to look at the likely impacts. The development ability of the Council was discussed and it was acknowledged that the majority of policies were based on EU legislation. The report was welcomed and it was recognised that there were many unknowns.

RESOLVED:

That the report be noted.

Chairman,